



## OFFICE OF WORKFORCE WELLNESS



### ***What can The Office of Workforce Wellness do for you?***

This office coordinates the state **employee and manager assistance programs** and offers **customized solutions** in managing critical incidents, mental/behavioral health issues. We work with leadership, unions, teams, human resources and provide support services for supervisors when behaviors or emotions affect the workplace. Services include:

- ✓ Minimizing risk and supporting workplace effectiveness and dignity.
- ✓ Guidance for referring employees for personal counseling, work-life balance, behavioral support and trainings.
- ✓ Developing strategies that will increase the likelihood of successful referrals.
- ✓ Serve as a liaison between employees and HR/Managers.
- ✓ Full-service employee and manager assistance programs are available to you.

Consult with us when you have questions about our Employee and Manager Assistance Programs, or when:

- ✓ You want fresh approaches to persistent team morale problems, or you have high turnover.
- ✓ You are concerned about your team's response to change or challenging situations.
- ✓ You feel drained by a specific problem and you want new ideas and energy to proceed.
- ✓ You wonder if you have become too involved with an employee's situation and you need perspective.
- ✓ You want to address workplace conflict effectively or need a holistic approach to performance concerns.

#### SUPERVISOR SUPPORT

<b>Referring Employees to the EAP</b>	Coaching supervisors to effectively manage and intervene with employees for successful referrals for individual EAP services.
<b>Managing Behavior Risk</b>	Assessing sensitive situations and coaching managers through specific intervention strategies and referrals.
<b>Worksite Consultations</b>	Consultations are private meetings with supervisors, managers, HR, or anyone concerned about awkward/difficult behavior or mental health issues in the workplace. We provide leadership coaching and/or referral to appropriate resources. Contact <a href="mailto:eap@mt.gov">eap@mt.gov</a> or 444-1345 to schedule an appointment.
<b>Critical Incident Coordination</b>	Helping agencies effectively respond to and recover from critical events where there is need for immediate and active support.
<b>Human Impact of Change</b>	Anticipating or responding to the emotional impact of transitions or disruptions, and the timing and style of communications.

#### Training

<b>Resilience Coaching</b>	This confidential training and coaching program provide the opportunity to learn how to manage stress and tough situations better.
<b>Trainings: Live &amp; Recorded Webinars</b>	Customized trainings to match your agency needs. RBH YouTube Channel - <a href="https://www.youtube.com/user/TrainingsFromRBH/videos">https://www.youtube.com/user/TrainingsFromRBH/videos</a>
<b>Suicide Prevention and Mental Health in the Workplace</b>	Prevention/Depression Awareness Training & Campaigns